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PERSONNEL MATTERS, INCLUDING COMPOSITION OF THE SECRETARIAT

Report by the Director-General

Summary

Provides information on the implementation of the staff separation and redeployment programme including financial and budgetary aspects, composition of the Secretariat and other personnel-related issues.

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Introduction

1. The present document provides information on the following matters: (a) the implementation of the staff separation and redeployment programme, including financial and budgetary aspects; (b) composition of the Secretariat; (c) system-wide developments and consequent amendments to schedules I and III to the staff regulations; and amendments to appendices A and C to the staff rules; (d) UNIDO Staff Pension Committee; and (e) action required of the Board.

I. IMPLEMENTATION OF THE STAFF SEPARATION AND REDEPLOYMENT PROGRAMME

Abolition of posts

2. The General Conference at its seventh session in decision GC.7/Dec.16 approved the 1998-1999 programme and budgets, which reflected a 20 per cent budget reduction including a net abolition of 143.5 posts. This number excludes the new General Service posts approved for the field and the possible reduction of posts in Buildings Management Service should this service be transferred to another organization in 1999.

Staff separation

3. In document IDB.18/15/5/Rev.1, Member States were provided with an estimate of the number and cost of staff separations on the basis of the 143.5 abolished posts foreseen in the 1998-1999 programme and budgets. The estimate of 123 staff (43 P and 80 GS) at a cost of $15.9 million took account of: (a) vacant posts in programmes having post abolitions; (b) the transfer of posts to the field; (c) the placement on UNIDO posts of Professional-level field staff financed from United Nations Development Programme funds in 1997; (d) the financial vacancy factor in the 1998-1999 budget; and (e) the limited possibilities for redeployment to vacant posts of staff occupying posts to be abolished, having regard to the programmatic requirements of the Business Plan and the approved programme and budgets.

4. Based on decision GC.7/Dec.17, a voluntary separation programme was promulgated on 9 January 1998, following staff management consultations, as foreseen in Article V of the Staff Regulations. The impact of the voluntary programme in terms of staff numbers is shown in table 1.

5. The voluntary separation programme was so conducted as to take account of the policy and guiding principles adopted by Member States in decision GC.7/Dec.17 as well as the severe financial constraints facing UNIDO and the resulting imperative to contain the cost of the staff separation programme.

Table 1. Personnel impact of voluntary separation programme

	Professional	General Service	Total
(1) Applications from staff	28	89	117
(2) Applications rejected	9	16	25
(3) Separating staff	19	73	92
(4) Staff due to retire[a]	5	2	7
(3) + (4) Total staff	**24**	**75**	**99**

[a]Charged to the Separation Indemnity Fund (SIF).

Programme budget considerations—Cash availability

6. The financial impact of the voluntary separation programme is presented in table 2. In implementing the staff separation programme, the Director-General recognized that the budgetary approval for the staff separation programme in decision GC.7/Dec.17 was not backed by cash resources. The securing of funds to finance the programme was of utmost importance to avoid a severe financial crisis. To this end, the Director-General reduced cash outflows through the introduction of stringent controls on expenditures and disbursements. The cash resources thus secured, together with the cash surplus from the 1992-1993 unutilized balances and the remaining balance of the 1996 staff separation reserve, were utilized to finance the immediate costs of voluntary separations. Of the estimated cost of the voluntary separation programme of $10.8 million, an amount of $8.3 million had been disbursed/committed as at 31 March 1998.

7. In the absence of the necessary cash resources to fully implement staff separations in line with the programmatic demands of the Business Plan and the approved programme and budgets, the targets of the mandated budget reductions had to be achieved while containing related expenditures and, as a result, the number of staff separations. Thus, the voluntary separation programme was combined with a staff redeployment programme, whereby staff members who encumbered posts abolished or, as a result of programme and budget provisions, were without post and who were not included in the voluntary separation programme were, under the 1998-1999 budgetary provisions, redeployed to programmes having vacant posts or were assigned to programmes on vacant posts provisionally borrowed from other programmes. The decision to limit the number of separations through staff redeployment was taken after giving careful attention to the following budgetary and programmatic considerations:

(a) From a budgetary viewpoint, it was important to ensure that overencumbency of 1998-1999 posts be avoided, i.e. budgetary resources for 1998-1999 should not be overspent;

(b) From a programmatic viewpoint, it was necessary to ensure that resource allocations in terms of posts be utilized in accordance with programmatic requirements.

Table 2. Financial impact of voluntary separation

	Number of approved applications	Full-time equivalents	Staff due to retire (costs charged to SIF)	Total charged to SIF	Cost US$
	(1)	(2)	(3)	4 = (2+3)	(5)
Professional	19	19	5	24	3,970,714
General Service	73	65.5[a]	2	67.5	6,772,811
Total	92	84.5	7	91.5	10,743,525

[a]Excluding General Service field staff.

8. As it was not feasible to fully reconcile both the budgetary and programmatic demands in the absence of cash resources to effect further separations, the Director-General determined that budgetary considerations should take precedence in the short term.

9. Therefore, through the voluntary separation programme and redeployment of staff, the Director-General achieved the necessary budgetary reduction and was able to ensure that the financial credibility of the budget was maintained. However, in view of the possible negative impact on the programmes affected by such assignments, a further review of staff redeployments and utilization of redeployed posts will need to be made having regard to programmatic requirements. Thus, a staff separation programme may still be necessary in cases where the skills profile of redeployed staff does not meet programmatic needs, or alternatively, where staff members have been redeployed to posts provisionally borrowed from other programmes.

10. Table 3 provides a reconciliation of the estimates presented to Member States in document IDB.18/15/5/Rev.1 and the current estimates. The projected unutilized balance of $5.1 million reflects a number of factors related to the number of staff separating and the average cost of separations. These factors include: (a) reduced expenditures due to the lower actual number of staff separated and charged to the SIF; (b) actual costs compared to estimates; and (c) the shorter period of overencumbency of posts.

Table 3. Reconciliation of estimates

	Staff			Provisional costs (millions of US$)		
	P + above	GS	Total	P + above	GS	Total
IDB.18/15/5/Rev.1	43	80	123	7.9	8.0	15.9
Voluntary separations (full-time equivalents, including staff due to retire charged to SIF)[a]	(24)	(67.5)	(91.5)	(4.0)	(6.8)	(10.8)
Staff transferred to otherfunds[b]	(8)	-	(8)	-	-	-
Change in vacancy assumptions	-	(2.5)	(2.5)	-	-	-
Staff not separated/unspent balance	11	10	21	3.9	1.2	5.1

[a]See table 2.

[b]Extrabudgetary and ad hoc posts.

11. Table 4 shows the situation as at 1 April 1998 with regard to established posts and staff on board on such posts following the implementation of the voluntary separation programme.

Table 4. Budgeted posts and staff on board (1 April 1998)

	Profes-sional	General Service	Total
Established posts 1998-1999	288	279.5	567.5
Staff on board on established posts	264	272.0	536.0
Budget vacancy factor (5% for Professional, 3% for GS posts)	14	8.0	
Available posts	10	(0.5)	

Notes: 1. Excludes Buildings Management Service and field GS staff.

2. Nine GS posts will be abolished as of 1 January 1999.

12. In view of the number of vacant posts as at 1 April 1998, a limited opportunity exists in budgetary terms to utilize the resources from vacant posts to employ staff. This will assist in the acceleration of programme implementation following the disruptive process of staff separation and organizational restructuring.

II. COMPOSITION OF THE SECRETARIAT

13. Following the review of applications described above, a total of 19 applications from staff in the Professional and higher categories were approved, of which 6 (32 per cent) were from women staff members, and 73 applications from staff in the General Service category. Of the 25 applications rejected, 9 were from Professional-level staff of which 3 were from women.

14. Table 5 indicates the total number of staff who had separated as of 28 February 1998 or will separate after special leave without pay in connection with voluntary separation. Table 6 shows the total number of staff who separated through natural attrition during the period 1 January through 28 February 1998. The figures are broken down by category, gender and division under the organizational structure applicable prior to the new structure announced in Director-General's bulletin UNIDO/DGB(M).79 of 9 February 1998 and subsequent bulletins. Table 7 shows the total number of staff in the Professional and higher categories and in the General Service category before and after the implementation of the voluntary separation programme, and takes into account natural attrition and recruitment. Table 8 shows the geographical representation of staff in the Professional and higher categories whose appointments are subject to geographical distribution before and after the implementation of the voluntary separation programme and takes into account natural attrition.

Table 5. Staff separated in the voluntary separation programme
(as of 28 February 1998)

Category	GM	CFD	RPD	HEPD	ISED	ITPD	DA	TOTAL
Professional	3	6	0	2	3	4	1	19
Female	2	3	0	0	1	0	0	6
Male	1	3	0	2	2	4	1	13
General Service	5	13	5	5	9	5	31	73
Female	5	12	4	5	9	5	24	64
Male	0	1	1	0	0	0	7	9
Total	8	19	5	7	12	9	32	92
Female	7	15	4	5	10	5	24	70
Male	1	4	1	2	2	4	8	22

Table 6. Other staff separated, 1 January-28 February 1998

Category	GM	CFD	RPD	HEPD	ISED	ITPD	DA	TOTAL
Professional	1	1	1	0	1	1	0	5
Female	0	1	0	0	0	0	0	1
Male	1	0	1	0	1	1	0	4
General Service	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Total	1	1	1	0	1	1	0	5
Female	0	1	0	0	0	0	0	1
Male	1	0	1	0	1	1	0	4

Table 7. Comparative table of staff[a]

	31 December 1997				1 March 1998[b]				
Category	Male	Female	%[c]	Total	Male	Female	%[c]	Total	Change
P5 and above	95	13	12	108	95	13	12	108	0
P1 to P4	132	53	29	185	121	47	28	168	-17
Subtotal	227	66	23	293	216	60	22	276	-17
General Service	152	316		468	144	255		399	-69
Total	379	382		761	360	315		675	-86

[a]Headquarters staff, including UNIDO Offices at Geneva and New York and those on assignment in the field.

[b]Figures take account of natural attrition, the voluntary separation programme and recruitments.

[c]Percentage of females in total staff.

Table 8. Professional staff, by List of States[a]

	31 December 1997				1 March 1998				
List of States	Male	Female	%[b]	Total	Male	Female	%[b]	Total	Change
A and C	73	21	22	94	69	18	21	87	-7
B	90	36	29	126	82	32	28	114	-12
D	33	1	3	34	33	1	3	34	0
Others	18	5	22	23	14	5	26	19	-4
Total	214	63	23	277	198	56	22	254	-23

[a]In posts subject to geographical distributions.

[b]Percentage of female in total staff.

III. SYSTEM-WIDE DEVELOPMENTS

A. Amendments to schedules I and III of the staff regulations

15. As provided in Article 11.5 of the UNIDO Constitution, "The conditions of service of staff shall conform as far as possible to those of the United Nations common system". In accordance with that principle, staff regulation 13.3 provides that the Director-General is authorized, within the budgetary level approved by the General Conference, to make appropriate amendments to the schedules and annexes to the staff regulations so as to bring them into conformity with any relevant decisions that may be taken by the General Assembly of the United Nations on the recommendation of the International Civil Service Commission (ICSC).

16. In section I.C of resolution 52/216 on the United Nations Common System, the General Assembly recalled section I.H of resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding net base salary levels of officials in comparable positions serving at the base city of the comparator civil service (the federal civil service of the United States of America). Accordingly, following the recommendation of ICSC, it approved with effect from 1 March 1998 a revised base scale of gross and net salaries for staff in the Professional and higher categories and changes in the staff assessment rates for staff in these categories with neither a dependent spouse nor a dependent child. The revised base/floor salary scale reflects an upward adjustment by 3.1 per cent with implementation on a "no loss, no gain" basis. Consequently, concomitant with the introduction of the revised scale on 1 March 1998, post adjustment multipliers applicable at all duty stations were scaled down by 3.1 per cent and revised multipliers for all duty stations, including Vienna, were promulgated by ICSC effective 1 March 1998.

17. Pursuant to staff regulation 13.3, schedule I (salary scales for the Professional and higher categories) and schedule III (staff assessment) of the UNIDO staff regulations have been amended as explained below.

Schedule I: Salary scales for the Professional and higher categories

18. The revised salary scales are contained in annex I to the present document.

Schedule III: Staff assessment

19. The revised table entitled "Assessment (continued)", as it relates to staff without primary dependents, is contained in annex II to the present document.

B. Appendices A and C to the staff rules

Appendix A to the staff rules

20. Staff regulation 6.5 (a) provides that "The Director-General shall fix the salary scales for staff in the General Service and related categories, normally on the basis of the best prevailing conditions of employment in the locality, taking into account the recommendations of the International Civil Service Commission." Based on the approved ICSC methodology, which takes into account changes in the consumer price and wage indices over a period of 12 months, and in consultation with the other Vienna-based organizations, the Director-General implemented an interim adjustment of the salary scales for General Service and related categories of 0.82 per cent, effective 1 April 1997. This scale applies to a limited number of staff members in the General Service category recruited on or after 1 October 1996.

Appendix C to the staff rules

21. In accordance with the procedure approved by the General Assembly in its resolution 41/208 for adjusting the pensionable remuneration in between comprehensive reviews, and following the promulgation by ICSC of the revised scales of pensionable remuneration, appendix C to the staff rules was amended to show the revised scales of pensionable remuneration for the Professional and higher categories, effective 1 November 1997.

22. The revised appendices A and C are contained in annexes III and IV to the present document.

C. Related financial implications

23. The implementation of the revised base/floor salary scale for staff in the Professional and higher categories is coupled with a corresponding downward adjustment in the post adjustment portion of remuneration, based on the "no loss, no gain" formula. Thus, the overall remuneration amount (base salary plus post adjustment) remains the same, and there are no financial implications in terms of net salary levels. Financial implications relate to the mobility and hardship allowance for staff who are eligible to receive the allowance, and end-of-service entitlements such as repatriation grant and termination indemnity, as the base/floor salary scale is used to determine these entitlements.

24. The additional costs to UNIDO for the biennium 1998-1999, based on the eligibility of UNIDO staff for the mobility and hardship allowance and staff separations through retirement would amount to $20,100 under the regular budget and $10,800 under the operational budget. These costs can be absorbed under the budgetary provision of 1.9 per cent per annum covering anticipated

cost increases in salaries and related common staff costs in the Professional and higher categories. Should there be additional staff separations in these categories, additional costs would be incurred in terms of termination indemnity and repatriation grant.

25. The financial implications of the adjustments to appendices A and C to the UNIDO Staff Rules are minimal and can be absorbed within the staff cost allocations contained in the programme and budgets, 1998-1999.

IV. REPRESENTATION OF THE UNIDO GOVERNING BODY ON THE UNIDO STAFF PENSION COMMITTEE

26. The UNIDO Staff Pension Committee established by the General Conference in decision GC.1/Dec.37 held four meetings (in five sessions) and one informal brainstorming meeting in 1997.

27. The following representatives of the General Conference, who, by decision GC.7/Dec.20, were elected for the biennium 1998-1999, presently hold office for a term ending 31 December 1999:

Members:	Mr. S. O. Fatunla (Nigeria) Ms. M. Bruck-Friedrich (Austria)
Alternate members:	Mr. J. Pogany (Hungary) Mr. M. Katra (Lebanon)

28. Owing to the departure of Mr. Fatunla from Vienna, the post of one member will become vacant. In this connection it is recalled that in GC.7/Dec.20 the General Conference "authorized the Industrial Development Board to proceed with the election for any of the above-mentioned posts which might become vacant before the General Conference holds its eighth session." Accordingly the Board may wish to proceed with the election for this post.

V. ACTION REQUIRED OF THE BOARD

29. The Board may wish to consider the adoption of the following draft decision:

"The Industrial Development Board:

"(a) Takes note of the information contained in the report by the Director-General on personnel matters (IDB.19/9);

"(b) Notes the amendments made, in pursuance of staff regulation 13.3, to schedules I and III of the staff regulations to bring them into conformity with the decision of the General Assembly set out in its resolution 52/216, section I.C;

"(c) Also notes the amendments to appendices A and C to the staff rules as reflected in paragraphs 20 and 21 of document IDB.19/9;

"(d) Recalls General Conference decision GC.7/Dec.20 concerning election to the UNIDO Staff Pension Committee for the biennium 1998-1999;

"(e) Notes that the post of one member, Mr. S. O. Fatunla (Nigeria), has been left vacant;

"(f) Decides, in accordance with paragraph (b) of General Conference decision GC.7/Dec.20, to elect ..... (.....) as member for that vacant post for the remainder of the biennium 1998-1999."

Annex I

SCHEDULE I

SALARY SCALES FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES AND THE NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(United States dollars)

Effective 1 March 1998

	STEPS														
LEVEL	**I**	**II**	**III**	**IV**	**V**	**VI**	**VII**	**VIII**	**IX**	**X**	**XI**	**XII**	**XIII**	**XIV**	**XV**
Director															
D-2 Gross	109 741	112 164	114 591	117 016	119 442	121 869									
Net D	78 390	79 919	81 447	82 975	84 504	86 032									
Net S	72 056	73 338	74 615	75 890	77 167	78 443									
Principal Officer															
D-1 Gross	97 119	99 168	101 216	103 261	105 310	107 358	109 407	111 476	113 552						
Net D	70 324	71 633	72 942	74 249	75 558	76 867	78 176	79 485	80 793						
Net S	65 012	66 156	67 299	68 440	69 583	70 726	71 869	72 976	74 068						
Senior Officer															
P-5 Gross	85 685	87 516	89 347	91 192	93 046	94 898	96 751	98 605	100 457	102 310	104 164	106 016	107 869		
Net D	62 983	64 168	65 352	66 537	67 721	68 905	70 089	71 274	72 457	73 641	74 826	76 009	77 194		
Net S	58 486	59 570	60 653	61 705	62 740	63 773	64 807	65 842	66 875	67 909	68 944	69 977	71 011		
First Officer															
P-4 Gross	70 619	72 382	74 141	75 913	77 700	79 483	81 269	83 054	84 839	86 623	88 406	90 197	92 003	93 811	95 619
Net D	53 196	54 353	55 507	56 660	57 817	58 971	60 126	61 281	62 436	63 590	64 744	65 901	67 055	68 210	69 365
Net S	49 523	50 584	51 643	52 700	53 758	54 814	55 871	56 928	57 985	59 041	60 096	61 150	62 158	63 166	64 175
Second Officer															
P-3 Gross	57 720	59 351	60 984	62 613	64 246	65 889	67 542	69 197	70 851	72 506	74 159	75 824	77 500	79 176	80 854
Net D	44 669	45 754	46 839	47 923	49 008	50 093	51 178	52 263	53 348	54 434	55 518	56 603	57 687	58 772	59 858
Net S	41 685	42 683	43 682	44 679	45 678	46 675	47 670	48 667	49 662	50 658	51 654	52 648	53 640	54 632	55 626
Associate Officer															
P-2 Gross	46 458	47 883	49 305	50 728	52 149	53 572	54 996	56 453	57 915	59 372	60 830	62 291			
Net D	37 035	38 006	38 976	39 946	40 916	41 886	42 857	43 826	44 798	45 768	46 737	47 709			
Net S	34 741	35 622	36 500	37 380	38 258	39 138	40 017	40 909	41 804	42 696	43 588	44 482			
Assistant Officer															
P-1 Gross	35 382	36 718	38 051	39 386	40 719	42 052	43 388	44 722	46 081	47 449					
Net D	29 317	30 251	31 183	32 116	33 048	33 979	34 914	35 845	36 777	37 710					
Net S	27 655	28 515	29 372	30 230	31 087	31 944	32 804	33 661	34 508	35 353					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

Annex II

SCHEDULE III

STAFF ASSESSMENT

Regulation 6.8 (a)

(i) The assessment shall be calculated at the following rates for staff whose salary rates are set forth in regulation 6.1 of the present regulations:

Assessment
(in percentages)

Total assessable payments (US dollars)	Staff assessment rates for purposes of pensionable remunerations and pensions
Up to $20,000 per year	11
$20,001 to $40,000 per year	18
$40,001 to $60,000 per year	25
$60,001 and above per year	30

Assessment (*continued*)

Staff assessment rates used in conjunction with gross base salaries and the gross amounts of separation payments

Total assessable payments (US dollars)	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First $15,000 per year	9.0	11.8
Next $5,000 per year	18.1	24.5
Next $5,000 per year	21.5	27.0
Next $5,000 per year	24.9	31.5
Next $5,000 per year	27.5	33.4
Next $10,000 per year	30.1	35.7
Next $10,000 per year	31.8	38.2
Next $10,000 per year	33.5	38.8
Next $10,000 per year	34.4	39.8
Next $15,000 per year	35.3	40.8
Next $20,000 per year	36.1	44.2
Remaining assessable payments	37.0	47.4

(ii) The assessment shall be calculated at the following rates for staff whose salary rates are established under regulation 6.5 (a) of the present regulations:

Total assessable payments (US dollars)	Assessment (per cent)
Up to $20,000 per year	19
$20,001 to $40,000 per year	23
$40,001 to $60,000 per year	26
$60,001 and above per year	31

(iii) The Director-General shall determine which of the scales of assessment set out in (i) and (ii) above shall apply to staff whose salary rates are established under regulation 6.4 or 6.6 of the present regulations.

Annex III

Appendix A

SALARY SCALES FOR GENERAL SERVICE AND RELATED CATEGORIES

I. General Service category

Showing annual gross, gross pensionable and net salary after application of staff assessment
(in Austrian schillings)

Effective 1 April 1997

LEVEL	STEPS											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII*
G-1 Gross	296 112	305 940	315 769	325 597	335 426	345 255	355 083	364 912	374 740	384 569	394 397	404 226
Gross pens.	291 948	301 291	310 635	319 992	329 821	339 649	349 478	359 307	369 135	378 964	388 792	398 621
Net	236 478	244 046	251 614	259 182	266 750	274 318	281 886	289 454	297 022	304 590	312 158	319 726
G-2 Gross	344 331	355 703	367 074	378 445	389 817	401 188	412 560	423 945	435 777	447 609	459 442	471 274
Gross pens.	338 726	350 097	361 469	372 840	384 212	395 583	406 955	418 326	429 697	441 069	452 440	463 812
Net	273 607	282 363	291 119	299 875	308 631	317 387	326 143	334 899	343 655	352 411	361 167	369 923
G-3 Gross	400 117	413 273	426 543	440 232	453 922	467 611	481 300	494 989	508 678	522 368	536 057	549 746
Gross pens.	394 512	407 668	420 823	433 979	447 135	460 291	473 447	486 603	499 759	512 914	526 070	539 226
Net	316 562	326 692	336 822	346 952	357 082	367 212	377 342	387 472	397 602	407 732	417 862	427 992
G-4 Gross	466 328	482 166	498 004	513 842	529 680	545 518	561 355	577 193	593 031	608 869	624 707	640 917
Gross pens.	459 059	474 279	489 500	504 721	519 942	535 162	550 383	565 604	580 825	596 046	611 266	626 487
Net	366 263	377 983	389 703	401 423	413 143	424 863	436 583	448 303	460 023	471 743	483 463	495 183
G-5 Gross	544 034	562 358	580 682	599 007	617 331	635 674	655 326	674 978	694 630	714 283	733 935	753 587
Gross pens.	533 736	551 347	568 957	586 568	604 178	621 788	639 399	657 723	676 048	694 372	712 696	731 021
Net	423 765	437 325	450 885	464 445	478 005	491 565	505 125	518 685	532 245	545 805	559 365	572 925
G-6 Gross	633 942	656 574	679 312	702 049	724 787	747 525	770 262	793 000	815 738	838 475	861 213	883 951
Gross pens.	620 142	640 562	661 764	682 965	704 166	725 368	746 569	767 771	788 972	810 173	831 375	852 576
Net	490 297	505 986	521 675	537 364	553 053	568 742	584 431	600 120	615 809	631 498	647 187	662 876
G-7 Gross	745 397	771 704	798 012	824 319	850 626	876 933	903 241	929 548	955 855	982 162	1 008 470	1 034 777
Gross pens.	723 384	747 914	772 443	796 973	821 503	846 033	870 562	895 092	919 622	944 152	969 376	995 683
Net	567 274	585 426	603 578	621 730	639 882	658 034	676 186	694 338	712 490	730 642	748 794	766 946

Dependency allowances:

Dependent spouse	AS 5,280
Dependent child under 10	AS 22,717
10 and over	AS 25,717
19 and over	AS 29,317
Additional allowance for first child of single, widowed, divorced or legally separated parent	AS 5,479
Secondary dependant	AS 2,400

The secondary dependant allowance for a dependent parent, brother or sister was abolished as of 1 July 1981. Payment will be maintained, however, for staff members already in receipt of this allowance prior to 1 July 1981 who are otherwise eligible.

Language allowance: First additional language—AS 16,551 per year net; second additional language—S 8,276 (to be included in pensionable remuneration).

Increments: Salary increments within the levels shall be awarded annually, on the basis of satisfactory service.

Non-resident's allowance: AS 26,000 per year net (to be included in pensionable remuneration) for eligible staf appointed prior to 1 September 1983 and nil thereafter for staff serving in Vienna.

*Long-service step:

The qualifying criteria for in-grade increase from step XI to step XII are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations common system and five years of service at step XI of the current grade;
(b) The staff membe's service should have been satisfactory.

Annex IV

Appendix C (100 Series)

SCALE OF PENSIONABLE REMUNERATION FOR THE PROFESSIONAL AND HIGHER CATEGORIES

Scale of pensionable remuneration

(For purposes of pension benefits and pension contributions)
(In United States dollars)

Effective 1 November 1997

	STEPS														
LEVEL	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
D-2.....	137 029	140 143	143 257	146 368	149 482	152 596									
D-1.....	121 365	123 854	126 342	128 826	131 315	133 927	136 593	139 260	141 923						
P-5.....	107 410	109 662	111 913	114 165	116 417	118 666	120 918	123 170	125 419	127 671	129 923	132 180	134 593		
P-4.....	88 804	91 002	93 195	95 389	97 587	99 781	101 977	104 173	106 368	108 562	110 756	112 957	115 150	117 345	119 542
P-3.....	73 911	75 798	77 685	79 569	81 457	83 343	85 228	87 117	89 092	91 156	93 218	95 280	97 342	99 403	101 468
P-2.....	60 636	62 326	64 012	65 700	67 386	69 074	70 761	72 446	74 136	75 822	77 508	79 197			
P-1.....	47 217	48 842	50 462	52 084	53 705	55 325	56 949	58 569	60 190	61 812					